

UNIVERSITY of
HOUSTON

CENTER for DIVERSITY & INCLUSION



CENTER FOR DIVERSITY & INCLUSION

Presentation for FY 2019 – 2020
October 29, 2018



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Making Diversity an Experience

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“From the initial priorities created by the Multicultural Services Task Force in 2013, CDI and its staff have far **exceeded the expectations**, completing the 3-year objectives during the first year.”

“Specifically, the impact on the student experience was profound. CDI creates a **welcoming and nurturing** feeling for all the students who participate in the programs and services.”





“Support services like CDI provides students a place that impacts the student experience in ways that the task force or leadership could not have initially imagined”

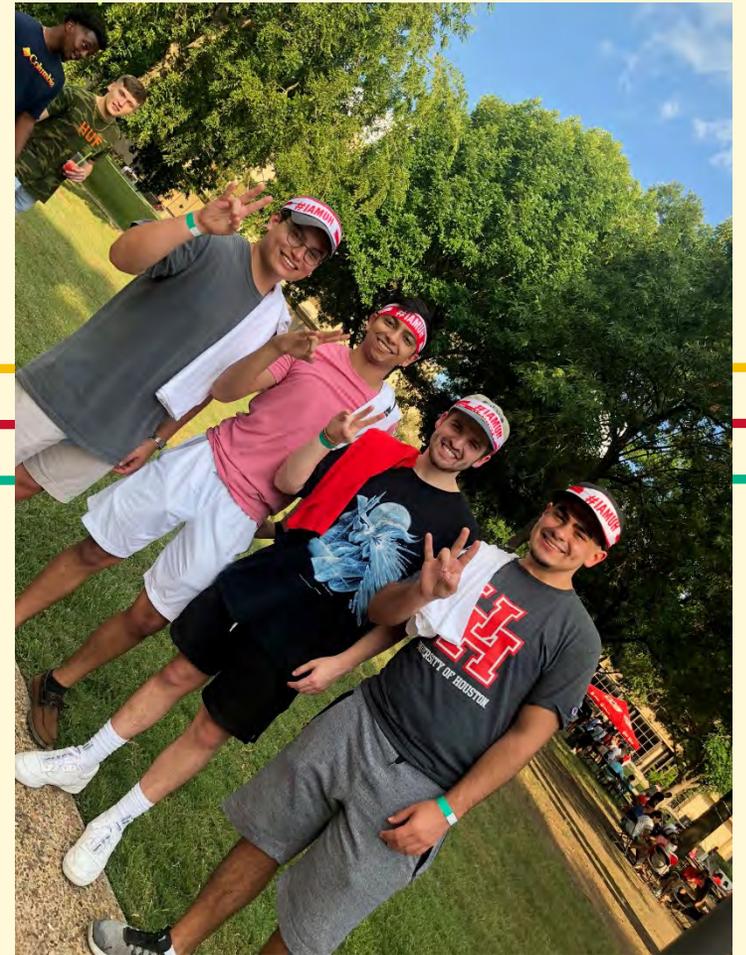




YOU BELONG



I BELONG



WE BELONG

ENGAGE

The Center for Diversity and Inclusion provides workshops, programs, student leadership opportunities, and brave space environments to promote **cross-cultural communication** and **culturally-responsive practices** that help **diverse communities connect**.

EMPOWER

By serving in a student leader role within CDI, students will be able to articulate beliefs and exhibit behaviors that cultivate teamwork, critical thought, and communication skills needed to function in a **diverse workforce and global community**.

EDUCATE

The cultural competencies gained through workshops, programs, and intercultural development coaching sessions provided by CDI, promotes a learning environment where UH constituents are better equipped to **understand multiple perspectives, practices, and promote a culture of inclusion**.



CDI's Link to UH Strategic Principle

Strategic Principle 3: Diversity

The **diversity** of the UH System universities is a **strength** that **distinguishes** us among universities nationwide. Increasingly, the faculty, staff, administration and students of our universities will reflect the **city of Houston's diversity**



CDI's Link to DSAES Strategic Principles

Student Success (SS)

- *Champion exceptional opportunities and services to support all UH students.*
 - SS1. Engage all students to intentionally **develop** leadership qualities, critical thinking and communication skills, diversity competencies, and personal growth.
 - SS2. Expand **diverse experiences** on exploration and education while identifying and meeting the needs of our student population through supportive, inclusive environments.
 - SS4. Enhance **assessment of student success** by defining measures at the departmental and divisional level with focus on the impact of our programs and services.
 - SS5. Enrich the sense of **connection, belonging, and shared UH identity** among all students.

Division Cohesion (DC)

- *Create and foster a cohesive division identity, culture, and community*
 - DC1. Implement **staff communication** strategies that promotes a mutual understanding of who we are and what we do.
 - DC2. Strengthen **staff connections** within the division, both professionally and personally.
 - DC3. Invest in **staff success** through professional development, recognition, and opportunities for broader participation throughout the division.
 - DC5. Promote and create initiatives that support a healthy **work/life balance** while contributing to division success.

CDI's Link to DSAES Strategic Principles

Resources (R)

- *Evaluate, actively pursue, and leverage resources to enhance the UH experience.*
 - R1. Evaluate resources to **identify opportunities** for efficiency, improvement, and transformation.
 - R2. Pursue and **develop resources** to address identified gaps and needs.
 - R3. Leverage and adapt resources in innovative ways to increase **effective utilization**.

Partnerships (P)

- *Forge and strengthen partnerships to expand our reach into the university and greater community.*
- P1. Educate and **empower** campus partners to be our **advocates**
- Enhance students' educational experience by **expanding partnerships with academic affairs**
- **Create opportunities** for our students by developing initiatives that support our **neighboring communities**

CDI SUCCESSES

Presented at every New Student Orientation and Cub Camp

Director facilitated monthly diversity dialogue to Counseling and Psychological Services staff

Hosted 39 programs. We partnered with departments and/or student organizations for 15 of those programs

Launched the Inclusion Liaison Program with fee-funded student leaders in CSI

Provided 26 Exploring Diversity sessions to all registered student organizations

Connected UH students to Houston community-Sponsored a trip and dialogue for students to see the play *For Colored Girls*

Co-sponsored TAFSA workshop with UEP, Financial Aid and Integrated Enrollment Services

Cultural student mixers for our African American, Hispanic, and Asian American students





Added a more intensive hands-on experience with the AIMM program that connected males with professionals on topics of etiquette (UH Career Services Etiquette Dinner), emotional and mental well-being (CAPS), finances (Integrated Enrollment Services) and professional attire seminar (Center for Fraternity and Sorority Life).

Live taped the first episode of
CONNECT: A Cultural Podcast



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MAKING DIVERSITY AN EXPERIENCE

#IAMUHSpeaks: *Giving Diversity a Voice*



“When I was an assistant professor, my safe space was the Women’s Studies program. I felt so welcome, supported and understood. Now I am very active there to make others feel as welcome as I felt. Now it has a new name, it is the Women’s, Gender, and Sexuality studies program.” + Guillermo De Los Reyes



“I feel like most often because we live in the South individuals instantly depict a Hispanic or Latino person to be Mexican; of course I happen to be Mexican, but current events and media labeling most Hispanics as Mexican is not helping to change this perspective. For clarification, to be Latino is defined as an individual with cultural connection to Latin America.” + Jose Abraham Garcia



“I’ve always thought of my ethnic identity as something I’ve always been, however, how I label myself and identify has shifted throughout my life. My parents are from El Salvador and Mexico and so my sense of identity I would say until high school was driven by how they raised me. In high school, I became involved in Hispanic/Latino organizations, and so I identified with these labels more.” + Ruth Lopez

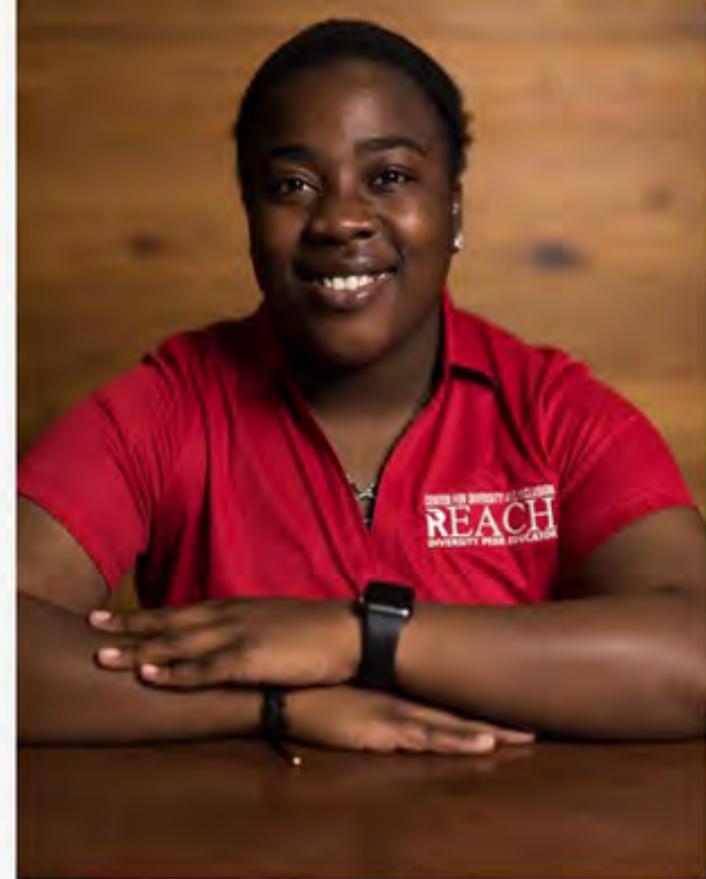
#IAMUHSpeaks



"I love history in general and learning more about LGBTQ history is more than a bonus for me. My second master's degree, a Master of Arts in Cross-Cultural Studies from the University of Houston-Clear Lake, allowed me to delve into the anthropological, sociological, and historic aspects of different cultures. I placed my own spin on this by exploring the LGBTQ communities in those different cultures." 🇺🇸 Carlo Deason



"Becoming aware and embracing my Latina identity was a process for me. I was born into a large "Mexican-American" family, here in Houston, in the 1970's. I am one of 10 siblings and the only one of 9 sisters who identifies as Latina. I self-identified as Mexican-American and "Hispanic" through high school as most Latinos in the 80's and 90's did and after learning more about Mexican American history, identity and culture during college, I chose to self-identify as Latina." 🇺🇸 Hope Pacheco



"I wish people knew that those within the community are no different than those that aren't. Identifying as LGBTQ+ is life changing but it does not change personalities, values, and beliefs. Sexuality is just a mere aspect of who a person is. There is often a common belief that most people apart of the community have the same ideologies, but we are all diverse people with diverse experiences. While our sexuality shapes our view of the world it is not the only facet that molds how we interpret our environments." 🇺🇸 Tamia Myers

Staff presented at local conferences

Provided additional diversity education resources on our website

CDI increased the number of people/groups utilizing the space

8

Press releases

Hosted Cecilyn Miller Institute with CSI and collaborated with LGBTQ Resource Center, International Student Scholar Services, WGRC, Veteran Services and Center for Students with DisABILITIES.

YEAR 3

Cohosting Frontier Fiesta Tent in partnership with UEP, CSI, CFSL, CCA and LGBTQ

Hosted campus wide diversity webinar with emphasis on Micro aggressions

CDI participated in the DSAES External Review process.

Student Fees Advisory Committee (SFAC)

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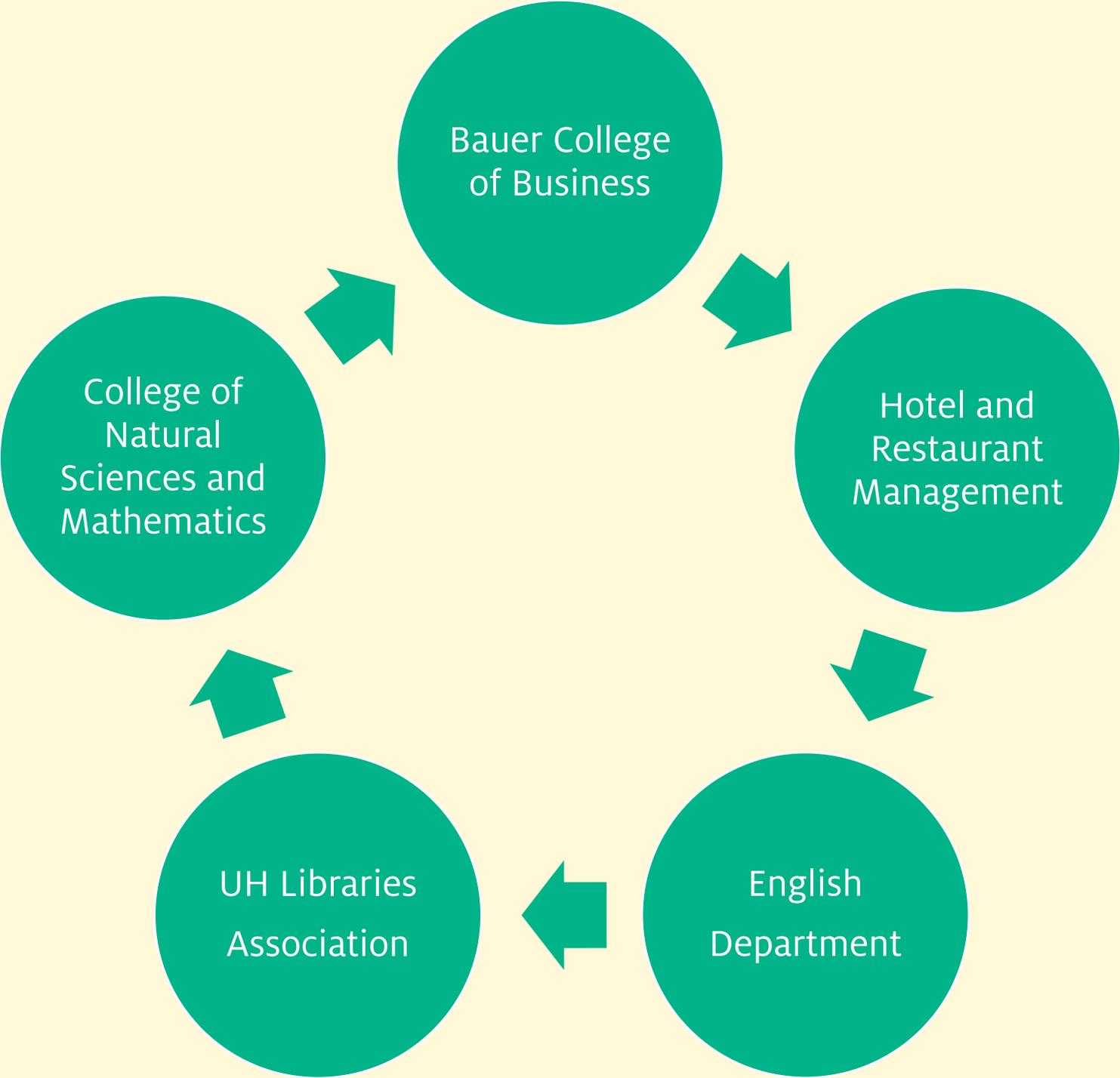
2018 ACHIEVEMENTS

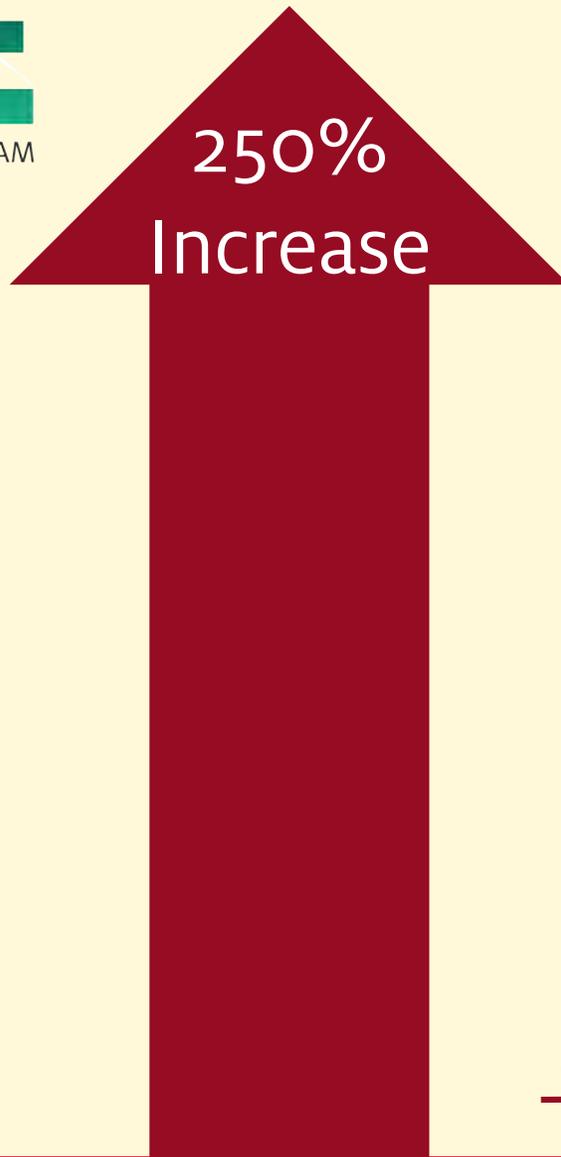
110 Diversity Education Presentations
8,476 people in attendance



Presented DREAMzone Ally workshop to entire Enrollment Services staff

Infused Diversity Education in the Classroom





14 completed

FY18

95% of awardees surveyed they gained practical skills they can apply to their role as a student and saw value in topics covered during workshops and capstone experience

4 completed

FY17

MLK Luncheon and
Commemorative Celebration
featuring CNN Analyst
Symone Sanders



Campus Climate Survey: CDI's Contribution

#IAMUH
YOU BELONG
I, YOU, WE BELONG

Deeper conversations
about differences

Cultural Conversations
shift to highlight
current events

Ambassadors shifted to
peer educators

Expand services and
platforms to cub camp,
orientation, residence
life and diversity
consortium

RISE Diversity
Leadership Certificate
in partnership with CSI

Departmental Challenges

The amount of time (research and development) for customized and scheduled diversity workshops is extensive

Limited staff (3) to manage high demand of programming and workshop requests from office

Programming budget is limited

Outgrown physical space

SFAC 2018 Recommendations

The committee appreciates your efforts to educate students, faculty, and staff on diversity and inclusion and on the growing attendance at your workshops and events. Just as you have increased your number of collaborations with campus departments, we encourage you to partner with more student organizations.



Increase number of collaborations with RSOs

- Student Feminist Organization's Sexuality Soiree
- Gamma Rho Lambda Pride Prom
- SGA Mother Language Day
- International Student Organization- International Thanksgiving
- Beta Fraternity-Diversity workshop
- Lambda Theta Alpha Latin Sorority Inc. - DACA program
- CCA-Cultural Marketplace during Cultural Connect Week
- Frontier Fiesta Tent organizations –NPHC, MGC, BSU, NAACP and Gamma Rho Lambda
- Fee-funded Student Organizations –MVP, CCA, Fiesta, SPB, Homecoming



REACH Diversity Peer Educators:
Increasing cultural competence through peer education

JANUARY 2019

MLK COMMEMORATIVE CELEBRATION

Featuring Nikki Giovanni



2020 One-Time Allocations MLK Celebration

\$31,800

MLK Commemorative Celebration
Speaker/Artist
Marketing Costs





Our Value to the University of Houston

“Feedback from across groups also showed that there were absolutely no negatives to the work that CDI conducts across campus. Every group expressed the high quality of events and programs as well as workshops that CDI conducts. In addition to the programs, the area has been directly involved with the response to state and national climate issues.”

“Not only is the area responsible for diversity and inclusion programming across the campus, the area has now become well renowned for its diversity training for students, faculty and staff.”

“Under Niya’s leadership, the Center for Diversity and Inclusion will continue to grow and provide the University of Houston community as a beacon for inclusive excellence well into **the FUTURE.**”

